

## REQUEST FOR COUNCIL ACTION

**SUBJECT:** Proposed Seasonal Employee Wage Rate Increase

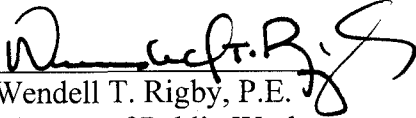
**SUMMARY:** Consider approving an increase in the seasonal employee wage rate from \$9.00 to \$10.50 per hour and lead seasonal employees from \$11.00 to \$12.50 per hour.

**FISCAL:**  
**IMPACT:** The wage rate increase will require the appropriation of approximately an additional \$ 31,080 for seasonal employees, for the period April 1 through June 30, 2014. A 'budget adjustment' for the current fiscal year would be brought back to the Council as a separate City Council approval.

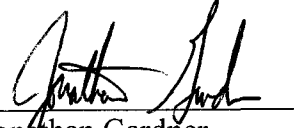
**STAFF RECOMMENDATION:**  
Staff recommends that City Council approve an increase in the seasonal employee rate from \$9.00 to \$10.50 per hour and lead seasonal employees from \$11.00 to \$12.50 per hour and appropriate an additional \$31,080 for this increase.

**MOTION RECOMMENDED:**  
I move to approve an increase in the seasonal employee wage rate from \$9.00 to \$10.50 per hour and lead seasonal employees from \$11.00 to \$12.50 per hour. I further move to direct staff to bring back a revised 'Salary Schedule' and a 'Budget Adjustment' at a later date for City Council approval.

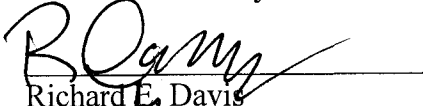
**Prepared by:**

  
Wendell T. Rigby, P.E.  
Director of Public Works

**Reviewed and recommended by:**

  
Jonathan Gardner  
Human Resources Manager

**Recommended by:**

  
Richard E. Davis  
City Manager

## BACKGROUND DISCUSSION:

The Department of Public Works hires seasonal employees for various functions, with the majority of them being employed by the Parks Division. The Parks Division currently has 34 approved seasonal employee positions, 5 of them being lead seasonals.

During the recruitment cycle for the current year for the Parks Division, we have experienced difficulties in attracting seasonal employees. Typically we would have sufficient applications to choose from to fill the 34 Parks seasonal positions by this time, but as of the writing of this report, we have received only 14 applications and only 5 of the 14 are in the process of being hired.

We therefore asked the Human Resources Division to research wage rates for adjacent cities/agencies and their research is included in the attached spreadsheet (Attachment A). Seasonal employees will not typically travel too far to have a seasonal job; therefore our competition for seasonal employees is with nearby cities/agencies.

Our recommendation is to increase the wage rate for seasonal employees from \$9.00 to \$10.50 per hour and lead seasonal employees from \$11.00 to \$12.50 per hour. In reviewing the attached spreadsheet, this may appear to be excessive; however, there is upward pressure in the market place to increase wages for seasonal employees. This is due to the 'Affordable Care Act' and other factors, so we feel the recommended increases will place the City in a good position to recruit seasonal employees and will make us competitive, once other cities/agencies make their adjustments. We feel that with these wage rates, we can attract sufficient seasonal employees to accomplish our work for the current season.

We are recommending these increases apply to all seasonal employee positions in the City. As indicated above, we have 34 seasonal positions in the Parks Division of the Public Works Department. We also have one seasonal position in the Streets Division and one in the Wastewater Division. There is also one seasonal position in the Utility Billing Division of the Administrative Services Department.

The wage increases would result in the following increases per division:

Parks -	\$28,560
Streets -	\$ 840
Wastewater -	\$ 840
Utility Billing -	<u>\$ 840</u>
Total	\$31,080

These numbers are calculated by taking the number of seasonal and lead seasonals per division, multiplying it by 14 remaining weeks in the fiscal year budget, times 40 hours per week, times the \$1.50 increase per hour.

## **Attachment A**

Entity	LABORER (PUBLIC WORKS)	Rg Min	Rg Mid	Rg Max	Act Min	Act Max	Act Avg
WEST VALLEY	SEASONAL LABORER	11.00	11.00	11.00			
SOUTH JORDAN	PARKS MAINT. WORKER (SEASONAL)	\$10.34	\$10.34	\$10.34	\$10.34	\$10.34	\$10.34
SOUTH SALT LAKE	GROUND MAINT WORKER	10.00	10.00	10.00	0.00	0.00	0.00
GRANITE SCHOOL DIST.	SEASONAL LABORER	10.00	10.00	10.00			
RIVERTON	SEASONAL LABORER	10.00	10.00	10.00			
DRAPER	Seasonal Parks	9.23	11.51	13.79	10.05	11.33	10.31
SANDY CITY	SEASONAL PARKS LABORER	9.02	10.02	11.02	0.00	0.00	0.00
PROVO	PARKS MAINTENANCE WORKER I	9.00	9.00	9.00	9.00	9.00	9.00
WEST JORDAN	SEASONAL PARKS/LEAD SEASONALS	9.00		11.00			
JORDAN SCHOOL DIST.	SEASONAL LABORER	8.17	8.84	9.43			
MURRAY	LABORER (PT/SEASONAL) - GRADE P1	7.50	8.93	10.35	7.50	9.00	8.12

**HR recommends changing the seasonal rate from \$9.00 to \$10.50 per hour and Lead Seasonal from \$11.00 to \$12.50 per hour.**